Montana Library Certification Program Update Survey

Total Responses: 175

*The term "Count" refers to the number of responses for a particular question.

All responders

1) Type of library

10	5.71%	Academic
125	71.43%	Public
18	10.29%	Public/School
11	6.29%	School
8	4.57%	Special
3	1.71%	Other

Count: 175

- School/Community
- h9000
- Unemployed Librarian

Count: 3

2) Current library position

95	54.29%	Management - directors, department heads, etc.
63	36.00%	Staff
17	9.71%	Trustee

Count: 175

Management

3) **What do you see as the value of continuing education (CE) for your library and community?**

- a leader should always be a learner, new ideas, new skills, learning the basics, building a foundation, challange to try something new, be innovative
- A more knowledgable staff that can direct and aid patrons more effectively.
- Awareness of changes in library services. Improving skills. Interaction with peers.
- awareness of trends; learning about best practices
- Being brought up-to-date on the latest in technology; being able to network with peers
- Being in an area that is both isolated and low-income, I think the opportunity for continuing education that is affordable and accessible is vital. I also think library certification for all staff lends credibility to our positions within an academic environment.
- being informed and knowledgeable about library issues of all kinds in order to help the public
- Better services for the user. I believe in life long learning and as fast as things change, I believe it is our professional responsibility to keep up. Any one who doesn't want to continue to learn should not be in a library positionl.
- Bring home the new innovations and great information
- CE helps the librarians to be better trained at providing services and training for our patrons in the school and the public patrons.
- CE is necessary for librarians to be aware of all the changing options for delivering information services to their patrons.
- CE is vital to keep up with changing trends and technology.
- CE keeps me up to date on what is new in the library profession. I see no value in the MSL Lib Cert program for my job as a school librarian. Neither OPI nor my school district requires this for my job.
- CE keeps me updated on trends, technology, and collection development to best serve the patrons of this library.
- Continuing Ed helps us keep current with the overload of new resources and technologies. It is also quite helpful for management tips (collection development, book kits, etc)
- Continuing education provides me with new ideas for our library and it updates current library issues. It is a great assest to our library & community
- Continuing Education keeps me up to date on the latest trends in library management. It also gives me the opportunity to network with other librarians. It gives me "the words" to approach the public when explaining how we empliment changes in policy and conduct.
- Continuing education is important to keep in touch with uptodate technology, what is out there. No one can manage a Library, computers, etc. with the right training.
- Continuing education keeps me updated and informed on vital issues for our library. There is always and will always be new things to learn that can improve services to our patrons.
- Continuing education helps us to have the knowledge and abilitiy to offer patrons on the spot information in all ranges of subjects.
- continuing to be up to date on latest trends and techniques improves user experiences
- Currency, relevancy, and credibility are the three interconnecting values of continuing education.
- Current info. in the field to help us serve patrons better.
- Essential to our mission of providing quality services to all our patrons and keeping abreast in current library needs and trends.
- Essential to remain current and able to address patron need.
- exactly that...to continue to keep up with new developments,technology,laws and so on..anything new that affects the library
- Extremely important. If staff is not up to date on what is happening in libraries and technology, then the community lags behind, as well.
- For directors OK, for staff here not much. There is no connection between their certifcation and any monetary increase.
- gggg
- Giving the opportunity for staff at all levels to keep up with new technologies, new cooperative efforts, new best practices, etc.
- Helps staff become aware of new techniques to provide better service to patrons, also networking and the "change of pace" is good for staff morale.
- I believe that CE credits should be entirely up to each individual library and their library board. As far as the community is concerned, they want their library to have their favorite items and they aren't concerned with CE credits.
- I do not have a MLS degree, I did not finish my college education and this is the only way for me to get the training and education I need to perform my job to the best of my abilities. When I do to training and receive CE credits this shows my Board that I care about my job and I want to be the best that I can be.
- I feel it is important to be open to learning all the time.
- I find the opportunities for continuing ed to be vary valuable. I don't think they should be total replacements for actual college classes in library science.

- I think CEs are very valuable to us because that is how the librarian gets all of her training. If it were not for these, I would have little or no training in the library field.
- I think it is valuable but expensive and we don't always have the $$ to pay for travel and fees.
- I think that CE is most helpful in keeping up with current trends and rejuvenating you to bring new ideas back to the library, especially national training. MLA is best for networking and keeping in contact with others in the state.
- Ideas and shared know how to serve the community at large
- If the CE workshops are educational and applicable, I think they are important.
- improved and upgraded service to the public
- Improved poductivity, better service, less waste in time and resources from mistakes.
- Improves staff members' skills, thereby improving service to library users.
- ipko
- It encourages training in various aspects of library work. Informed staff better serve their patrons.
- It helps me to stay current on MSL shared products like Gale Databases so I can feature these resources to students.
- It is critical that staff, especially those without formal library education, are kept up-to-date on current library trends, customer service issues, intellectual freedom, etc. Though we provide some of this training for our staff, I think they are more "empowered" (sorry to use that word) when they can learn on their own. The networking and cameraderie provided when staff from other libraries are involved in the workshops/training is invaluable.
- It is essential for all library staff to stay current on library issues, technology, hot topics and more in the library field.
- It is imperative that Librarians demonstrate a commitment to lifelong learning and professional develop since these are some of the values libraries bring to our communities.
- It is very valuable to keep abreast with current practices and technology.
- It keeps library staff and trustees up to date on current trends, which improves service to our communities.
- It keeps us informed and accountable of current issues and developments in library services.
- It provides the tools to expand and improve our level of service to our community.
- keep abreast of technology, titles and trends
- keep up-to-date so am able to serve the community better
- Keeping apprised of changes in laws, and trends, learning more about actual library administration, learning where to go for resource/help to address library needs/problems. Policy development, procedure guidance so we don't waste time/effort reinventing the wheel; learn how other institutions have addressed challenges; keep creative juices flowing to come up with better solutions to problems and better meet patron needs. A better functioning library allows limited staff to spend more time/effort noticing trends in patron needs/tastes so the library can stay ahead of the curve and offer resources to the community for education, business, dealing with governmental agencies, finding help for health issues, doing historical research, and even reading just for pure enjoyment.
- Keeping current on issues that affect librarianship
- Keeping current on the latest issues involving libraries and technology.
- Keeping current with trends and information in the library world.
- Keeping current, getting new ideas
- Keeping current.
- Keeping everyone up to date with the latest trends in the library world.
- Keeping libraries up to date in technology
- Keeping me up to date on whats new.
- Keeping up on "the latest" in our fields. Refreshing our ideas on how things can be done.
- Keeping up to date with library services to the public.
- keeping up to date with the new technology.
- Keeping up with new technologies and their training, ideas for programs, exposure to new and upcoming library services and becoming a progressive library in our community by knowing/learning what other libraries in the state and nation are doing.
- Keeping up with new advances. I equate out-moded librarians with not being useful. I also see CE as a great tool for evolution of the community.
- keeping up with new technology and other new ideas
- keeping up with new programs and tech issues. renewing skills and excitement about our jobs.
- Keeping us up to date and having librarianship viewed as a profession.
- Keeps me abreast of current thoughts and practices in library information field.
- Keeps me relatively up-to-date on library trends and best practices.
- Keeps us updated as to technology and what is happening around the state
- KEEPS YOU UP TO DATE ON WHAT IS GOING ON IN THE LIBRARY WORLD. GIVES US IDEAS ON NEW THINGS TO IMPROVE LIBRARY SERVICES IN OUR COMMUNTIES.
- learning new things and sharring information
- learning new things, keeping up to date and sharing ideas with others
- Learning something new, excitement generated when staff who don't normally go to training get to go. Opportunity to get to meet other librarians and network and make friends.

- Maintains standards; improves quality of services; provides networking opportunities
- None
- None what so ever. This is a bureaucratic pet rock. Until you can solve the problems of over work/understaffed and under paid I cannot see any value in creating a bunch of time consuming pseudo educational hoops staff must jump through. Work on the real problems of low pay and understaffed.
- staff stays current, knows latest trends, has lots to offer patrons, community enjoys advantages
- Technology, communication, social, economic and political behavior are all constantly changing at a faster pace. It's imperative that libraries, like all organizations, institutions, businesses and individuals work to stay current and relevant.
- the board and director are updated on topics pertaining to the library. They get to meet and exchange ideas etc.
- The role of libraries is ever changing. To stay viable,we must continue to educate ourselves, especially in the technology area.
- The value of continuing education is in the quality of service we are able to offer our patrons. CE opportunities give librarians the chance to be on top of all the latest and best available information for our patrons.
- There is a need to continually update tech skills, and our knowledge in other fields..
- To be current on latest technology and information in order to meet the demands of the public.
- To keep up on all new changes in libraries and in technology.
- To keep up with all the changing trends
- to stay current
- to stay current, to see what other libraries are doing
- training for info on new or better products or ways of doing projects
- With the way technology has been changing so quickly, without continuing ed, we would never be able to keep up to date.

Count: 95

4) **Do you personally participate in CE activities?**

85	90.43%	Yes
9	9.57%	No

Count: 94

If you answered no, why not?
- Actually, I am just beginning to keep track of CE activities because I have heard that things are changing. I am a professional librarian, a library director, and attend national conferences at least every other year, and MLA annually, as well as particp
- As a small special library, the activities are not focused on my job which is only part time library and part time records management.
- but is sometimes limited due to budget and access
- I attend CE events that interest me, but do not keep track of units earned unless OPI units for OPI recertification are available.
- I do attending workshops but have not kept up with CE certification. I guess I'm not that inclined to want to keep track of all the sessions and try to find workshops in each of the required fields.
- I participate in CE activities but do not take part in the MT Lib Cert Prog because it is not a requirement for my job as a school librarian.
- Not it a public library.
- The answer to this is more kind of. I participate in the activities, but do not get signatures for CE, as I am working on my Masters degree
- The CE I have attended amounted to a bunch of pet rock petting and how I did it good sessions, in other words it was a waste of time.
- The online ones come at a time that my library is too busy for me to be away from it.

Count: 10

5) **Do you encourage staff to participate in CE activities?**

68	72.34%	Yes
26	27.66%	No

Count: 94

If you answered no, why not?
- All part-time -- not enough time, not enough money.

- At first I was not totally on board with the Montana Certification Program. Staff were going to random programs at MLA simply to fulfill a particular subject area when something much more pertinent to their job was being missed. But I encourage staff to take any training that does relate to their job and we offer several classes per year at our all staff meetings.
- At this point, our staff is employed through Experience Works, and neither their pay nor our budget is enough to pay for attendance at events where CE is offered.
- Except that I need them working so they do not have the time to participate either
- Have no staff in my school library.
- However, I have only VOLUNTEER staff
- I am the "whole" staff. I can't always make it to trainings but try to do so when it's possible.
- I do not really have a staff, but I do have volunteers who are enthusiastic about attending conferences and gaining education in library practices.
- I have no stafff. Like many libraries in Montana, I am a one woman show!
- I only have two staff members and they are older and would not attend out of town schools.
- If they want to. The Board Chair of this Library is interested in continuing ed, and is my main tech person, and follows along with tech policies, collection management, etc.
- I'm the only one in my library. No staff to encourage.
- It is rather hard when you have a very small staff as my library does.
- library aids in our public school will no tbe given time to attend training or have their fees paid, nor will they receive any type of raise for learning anything new.
- Library Director with no additional staff
- Mine is a one person library in a corporate setting.
- NA - my staff is student library aides
- no other staff
- no staff
- Not at this time because of funding issues.
- only other staff we have is someone who does story hour, summer reading, book discussion, etc
- really don't have staff other than someone who does story hour, summer reading and some other programs
- See previous answer.
- The answer here is yes and no. We have a limited number of staff hours and so it is hard to get staff to training if I attend. I have taken staff a few times to the Fall Workshop.
- To the point of one certification. No re-certifications.
- Usually they cannot attend state library or federation meetings.
- We are short staffed. And some of our staff have other part-time jobs.
- We cannot afford to hire replacements for staff participating in CE activities. We made the decision that we would operate with the absolute minimum of staff and pay them the most we possibly could. The result is that when some one is absent it puts a major strain on everyone else. Hence no one had better be gone unless it is for a terrific program. Frankly the CE offered has been less than terrific. When the MTSL can offer real continuing education and solve the problem of lost staff time then we will be interested.
- We have a very limited budget and the Board feels that the director should go to the trainings and then come and train the staff. It is just a money situation and we only have part-time positions here and when the director is gone the other two employees run the library.
- Yes. I think continuing ed keeps staff up to date and makes them feel like they are doing good for themselves and their job.

Count: 30

6) **Does your Board encourage staff to participate in CE activities?**

62	65.96%	Yes
17	18.09%	No
15	15.96%	My library does not have a board.

Count: 94

If you answered no, why not?
- Although I am a branch, my boss encourages board members to attend meetings with her.
- At this point, our staff is employed through Experience Works, and neither their pay nor our budget is enough to pay for attendance at events where CE is offered.
- For the same reasons stated in the previous answer.
- Funding is only available for the director to attend CE trainings.
- I suppose, but it may not be apparent to staff.
- It is never really brought up. I have told them when I plan on taking a staff to training. None of my board have attended any training.
- It's a school board - I'm not sure they are aware of the opportunities
- Many of my board members are also library volunteers
- My Board isn't involved in personnel matters per the interlocal agreement that governs us.

- My board supports my decision to attend trainings.
- Not sure but I think it's because they are not aware of the value of CE activities
- Once again, it's hard for the staff to attend.
- Same answer...
- School libraries don't have a board; the District Board of Trustees oversees all aspects of district policy but have little or no say in what CE I do or do not do.
- See question 4.
- somewhat..we do have a ce budget
- The school board does not care, and the superintendent looks at any ce for library as more of an expense than a benefit.
- They seem ambivalent.
- They send me because it is MSL mandated. They don't care one way or another about the staff.
- unknown
- We are not funded for CE by the Board but I think they would agree that it is important.
- Yes, but they usually are tied up and can't participate themselves,

    Count: 22

7) **Are staff given time off to attend CE events?**

84	89.36%	Yes
10	10.64%	No

Count: 94

8) **Does the library budget include money for staff to attend CE events?**

70	74.47%	Yes
24	25.53%	No

Count: 94

If you answered no, why not?
- Although I am management, I do not have the say over expenditures. Money seems to be spent in other ways.
- As a corporate library, we do not have a budget.
- as funds allow
- As funds allow
- At this point, our staff is employed through Experience Works, and neither their pay nor our budget is enough to pay for attendance at events where CE is offered.
- because we don't have additional employees getting time off is sometimes more difficult than money
- Budgets are tight everywhere. I don't see that improving this fixcal year.
- But VERY, VERY Little
- District budgets for CE for all staff - it's used on a 'first come' basis. No specific amount is set aside for libraries.
- i dont know about this part as i am the new director
- I'm in a school setting, but administration has been receptive as long as I have good reasons for asking that staff attend.
- It has not been a budget line item. There are plans to include it in the next budget cycle.
- It is during our PIR days. Participants are participating at the school level - speakers are brought to the school.
- No staff to attend CD events.
- Not very much! Just enough to attend MLA and some local training.
- Only a limited amount that is left from Federation grant.
- Our budgets only have purchasable items in it. This is my first year in this position, so next year I will try to add line items.
- Pathfinder funds only.
- Prof Dev money is in general fund of the school
- Same as last answer. If my staff could attend, we would budget for CE events.
- The city budget only includes funds for salary. However, the school includes funds for CE and that can be used for either the LMS/Director or staff.
- The staff training if they get any, comes out of the same budget as any training I may get.
- There is a small amount of Out of District Travel and CE funding and we also use some of our Federation Grant monies toward travel for the Federation meeting which has CE opportunities
- This is always the first portion of our budget to get cut. We have never been able to use it, even though there technically is some alotted.
- Very conservative budget.
- Very minimum amounts and not enough for all staff to take the classes they need

- We barely have money to pay for me to attend training and conferences.
- We place a higher priority on paying the staff, purchasing books, maintaining the IT systems and being open to serve the public than we do on attending lame CE activities.

Count: 28

9) Do you personally participate in the Montana Library Certification Program?

67	71.28%	Yes
27	28.72%	No

Count: 94

10) Why do you participate in the Montana Library Certification Program?

45	100.00%	Required for my position
43	95.56%	For personal development and professional growth
5	11.11%	For promotion, pay raise, other incentives
12	26.67%	Other

Count: 45

- Because the State Library requires it.
- Desire to learn and meet others in my profession.
- For years I paid for every class and conference, including gas, food and registration in order to keep up. I still do that if necessary. I find others going my way and we 'share' whatever we can.
- I am only just now signing up for the first time. I think our director may be pushing it in the future. In the past I have felt that I could better serve the needs of myself and my library by not being tied down to the formula of what one had to take fo
- I like to remain flexible - fluid - able to move between public and school libraries
- I often provide training and presentations that attendees take for CE credits.
- I'm considered certified by virtue of my MALS under the current program, but I also believe in professional development and participate to stay current.
- It gets me out of town.
- It is important to spend time with other librarians around the state and this is the perfect venue to meet and learn from each other.
- required by the State Library
- To keep me sharper, better informed so I can take better care of the library and keep it relevent to my community. CE training has helped me be a better community advocate and has given me help/inspiration to get other members of my community to become i
- To support the Staff participation effort.

Count: 12

OR

10) Why do you NOT participate in the Montana Library Certification Program?

- 333
- As educators, our library certification comes from the university system--we are required to have library endorsements.
- As stated previously it is not a requirement for my job as a school librarian. I do take advantage of some of the CE programs to earn OPI recertification units.
- Have MLS
- Have not found the program to be beneficial to my position.
- Have not really understood the scope of the program. Will begin participating!!
- Haven't needed to. I have an MLIS
- I currently have an MLS and my institution does not require certification because of this.
- I did long ago (I've been here 21 years) but it seemed too much paperwork for too little reward.
- I don't know about it.
- I don't need a certificate like that. It doesn't do me any good at all, and is just one more paperwork hassle to keep track of. I am pretty sure I have enough ce credits from teh past three years to have a certificate, but I just don't see a reason to do
- I hadn't realized it was an option for me.

- I have always objected to the sheets were people must be signed off for attending a workshop etc. I feel this is treating adults like kids who can't be trusted when they say what they attended. I usually attend MLA every other year with alternating years
- I have an MLIS and participation in Certification has not been required in the past.
- I have in the past and while I find continuing ed important, I didn't feel that the certifcation program was all that beneficial.
- I have my MLIS and was told I didn't have to. I go to many trainings but don't turn in CE forms.
- I have the necessary college classes to be certified as a school librarian through OPI.
- I was a previous MT Library Certificate holder (Level I) but I let it lapse. Two reasons - 1) because the vast majority of the classes were not relevant for my type of library and it wasn't information that I could pass on to my patron base; therefore my
- I wasn't aware of this program
- If I can earn OPI renewal units for Mt Lib Cert events, I may choose to participate. Otherwise, I don't worry about Mt Lib Cert program because it is not a job requirement of my school nor OPI.
- I'm just starting to collect signed CE sheets because I have heard a change is coming. As a degreed librarian who regularly attends workshops, PLA conference, MLA, etc., it just seemed like one more thing to keep track of, to me.
- It is not a requirement of my position.
- Miscommunication
- New to my position, waiting to see what changes come from this process.
- Not required, points not counted at this workplace.
- The current CE offerings are a huge waste of time. The current level of CE is so poor that it is insulting.
- The way the system is set up right now, it doesn't really encourage people with an MLS to participate.

   Count: 27

11) Are staff offered incentives (bonus, pay raise, etc.) to become certified?

7	7.45%	Yes
87	92.55%	No

Count: 94

12) Please describe the incentives (bonuses, pay raises, etc.) offered to staff to become certified.
- $100 bonus when certification is obtained or renewed
- As an incentive to become certified, our library is offering staff a $50.00 gift once certification is completed.
- Moving up on the pay scale, becoming salaried.
- Pay raise
- Pay raise of, I believe, $.25 or .50 per hour.
- Staff gets a raise every 6 months. It is about a 35- 50 cent an hour raise.
- They get one raise when they achieve certification and then no more.

   Count: 7

OR

12) Please explain why staff are NOT offered incentives to become certified.
- As a special library in a corporate setting, management does not put a value on this type of certification.
- At this point, our staff is employed through Experience Works, and neither their pay nor our budget is enough to pay for attendance at events where CE is offered.
- because it is part of their job description
- BECAUSE my county will not give raises or incentives to be certified. We are lucky if we get a cost of living raise!!!!!!!!!
- Budget
- budget
- Budget constraints.
- budget is set yearly
- Budgetary constraints
- budgets are set by the board but by years of service and the city annual percentage raise
- City claims it is a funding issue
- Compensation issues are contractual and this has not been a priority in contract negotiations.
- Don't know
- Expense. Parttime (less than halftime) workers. We do pay for extra hours for online classes.
- finances...
- I am a certified teacher - I am certified as a librarian in the state of Montana. My assistant if parapro. She is not certified, nor does she plan on taking classes.

- I am hired by the school and my salary is set by the school board. I did receive a significant pay raise when I received my Master's in Library Science from the University of Arizona.   Our Community Librarian was given a good raise last year which wasn't based entirely on her certification, but it certainly helped.
- I am not sure; I am not the library director and the issue has not come up as far as I know. I do know, however, that certification (or the pursual of it) is often part of the employee's performance evaluation.
- I am not the director so I am not sure. However I think part of it is that some of the required categories are not helpful in a particular person's job.
- I don't think there has been one librarian here long enough to get certified in the past few years. I don't know if the library board has considered an incentive program.
- I try to give raises every year based on performance. I encourage staff to attend workshops and such by paying for travel and expenses.
- It does not work within the county's salary budget framework.
- it has been under consideration
- it is a requirement from the board for all the staff to be certified.
- It is expected but not rewarded.
- It is not required for their position.
- It is something that is being worked on, but basically, the budget is increasingly tighter and tighter
- Its not in our budget or staffing matrix for pay raises or advances.
- Lack of funding
- Lack of funding
- Library board feels library operates fine. They do not say no to CE training but unless brought to their attention they would not care if classes were attended, again because everything operates fine. Mileage is always an issue - seen as a tax free "freebie." Pay level at the library has always been much lower than other county positions - they would never seek out ways to increase pay through training. Those making pay decisions worked in past jobs where they had to wait years for promotions and someone with only five years in the job just can't expect to earn what took them 25 years to achieve.
- Low Budget
- Money
- Mt Lib Cert has no bearing on whether or not my TEACHING certificate is issued / renewed.
- n/a
- never has been considered.
- never occurred to me. May have occurred to the board years ago and they've decided not to do it and so the subject never came up again.
- Never thought of it as our staff jumps at any chace to attend workshops and/or training.
- nnn
- no money
- No money is available at the State level
- No staff
- Not available in budget.
- not in the budget
- not in the budget
- Not our policy in our library as yet.
- Not possible, as far as I am aware, within federal system.
- Not required in a school library.
- Not sure but possible reasons could be budget and a sense of wanting NOT to single out certain employees for not participating in acitivies
- Our budget is too low, as it is.
- Our college does not require it, so they chose not to attend.
- Our nursing staff are offered the incentives in the form of "cert-pay" but this incentive was not carried over to the library staff. There are too many nurses to send to conferences and ce, so it's all on their own dime. The cert-pay is their reward. However, in the first 7 years of my employment here, the library staff was funded to go to conferences & ce, therefore that was the reward at that time. Since that funding support has been removed, there is no interest in providing cert-pay for the library staff; most likely due to financial constraints of the institution.
- Paid by the county and they do not offer this
- Pay raises--are you kidding?
- school budgets are tight, salary scale controlled by school board
- Staff are encouraged to attend CE and the Library even requires inhouse CE trainings yearly. We know people are being trained. This program has always seemed to me to be more beneficial to small libraries where staff have not had training and where boards may not think that that CE is important.
- Staff are interested in CE opportunities but no one has ever expressed an interest in certification. Even if interest existed, finding any budget to increase salaries would be problematic. Also, when money can be found, increases are based on performance, not credentials.
- Staff are required to be endorsed to be hired. Support staff are not required to have endorsements, however, many or our support staff are certified teachers.

- Staff has received incentives to participate in Library 2.0, offered by our Library Foundation (they received MP3 players). I don't believe our county would allow incentives and I don't think our staff, who tend to be VERY frugal, would want incentives. That said, they are paid for attending training and we pay for meals at MLA and PLA. I already have had a staff person say, "Couldn't I bring a bag lunch to the MLA luncheon and the money could then be spent on staff to fill in when we are short-handed?" The answer was, of course, "NO", those are totally different budgets; but that is how some of my frugal staff think.
- That is a board issue, and the board has elected not to offer incentives.
- The college does not have the funds to do this.
- The institution as a whole does not see the value in certification. Although the library is a big proponent of training and continuing education there is not support outside the library to provide monetary compensation.
- The only reason that staff are certified is because the state makes it mandatory to receive money.
- The only staff that receives pay incentive for Certification is the director which is required.
- The powers that be don't really care
- The State mandates that a director be certified in three years after being employed in that position, so the Board feels that they must do this or not meet the standards. There is only so much money to be used for CE.
- The Town Council budgets for director salary only.
- there is no funding in the budget
- There is not money in the budget for that. Also, we are small town libraries, much of what is offered in the CE program is not useful information for us
- they are
- They do not wish to be certified - They are close to retirement age and have been at this library longer than myself.
- this is something that should be taken up with our Deans
- This would have to be answered by our Director.
- unknown
- We already pay staff the most we can manage. It would be insane to divert staff pay to some mythical CE certification. If you want trained staff figure out a way to pay them for a year and create a course of real certification at one of the university system campuses. Anything less is just whistling by the grave yard. It is annoying, time consuming and doesn't do anything but divert scarce resources from real needs. It is about as real as Sunday school teacher certification.
- We are a county library and the county has a   step system for employees
- We are a special library (hospital), I'll have to discuss it with Administration.
- We are a union library and it is not part of the collective bargaining agreement.
- We are in a school district and are not allowed to by contract. It is very hard to get permission to take professional leave. Online is great. It would be nice to have some sessions after 3:30
- We are not a public library
- We are only open 17 hours and and have only one staff member that is here during all hours. The budget limits offering incentives and being able to provide to pay for expenses associated with travel for certification.
- We do not have a budget to pay decent wages. I do work very hard to 'sell' CE to staff, trustees, and even my County Commissioners. I am extremely enthusiastic in promoting the opportunities to grow, learn, experience the wonderful networking one builds through attendance at workshops. I encourage and enable participation in many online opportunities and always encourage my assistant/trustees to share what was learned that we can all benefit. I strongly feel that such learning opportunities enrich the Library by making staff feel more capable and creative in finding ways to make the library a great community resource. I want the library to be a gate to the larger world, and I want staff to be conduits for information, resources, materials so my patrons can continue to learn, grow, enjoy life.
- WE DO NOT HAVE TO OFFER OUR STAFF INCENTIVES TO BECOME CERTIFIED. IT IS AN OPPORTUNITY FOR GROWTH WITHIN THEIR JOB.
- we do notice this in the paper but we are   financially unable to offer any monetary awards
- We rely on volunteer staff only.
- write up is done for the paper but no financial award is made due to our limited budget.
- You need a teacher's cert to get the job, and that is it.
  Count: 87

13) **To be more in line with other library certification programs, the Focus Group is recommending updated certification requirements for Montana librarians of 60 credits in 3 years for initial certification and 45 credits in 3 years for renewals. How could Montana State Library help you and your staff achieve this certification?**
    - Accept more of the college courses to be considered as certification credits.
    - As far as I am concerned you already do a great job of offering training and education. Those that do not participate are usually just opposed to 'change' and have no intention of giving their time to things they chose to 'not understand.' :(
    - because we are a one person library it usually is a bigger issue of getting tiime off to attend workshops than it is financuially. I have also tried to do online training but the minute the door is open my publicarives

- Being from a one person library with a very limited budget makes it increasingly difficult to accomplish this. We are aware that CE is very important but closing the library for several days is not something my board would like to do. I have tried to do online training and even that is difficult as the minute I open the door my patrons start arriving. We would like to see more workshops in eastern Montana because we feel getting together is almost as important as the workshop itself. Also need to do more things that relate to small libraries. It seems that alot of what is offered really caters to the larger libraries and doesn't address our needs.
- Bring training to the library and offer more online.
- By allowing us to transfer over ce credits from Special Library Association, Medical Library Association, law library association, public library association, etc. and their regional chapters. Also provide funding opportunities to attend these ce's for those in need regardless of their facility or salaries. Make it easy to do the transfers -- the way it's set up now is not easy; many of the courses I take do not fit the current outline of Montana Library certification and I can't figure out where to apply the credits to.
- by having more workshops that we are able to attend if possible. Sometimes it is not convenient to attend and we lose out. Having the online workshops which give CE credits is very hard for me to do because they are usually held when I am open for business, and I am a one person library and very hard to participate in online training.
- By having training sessions that are informative and accessible to us.
- By making it 45 credits for those with an MLIS.
- By providing CE events regionally. Vivian usually attends Fall Workshop and the Public Library Retreat at Chico and I usually attend MLA. One of us usually attends summer institute and SOC Federation meeting training. Lauren has been a nice addition to your training program. She does a great job.
- CE is a PET ROCK. Until the state gets serious about funding a graduate level education program it will remain a pet rock.
- Classes on the eastern end of the state and funding for attending.
- Come and work for me while I go to training. It's hard for me to get away to much more than federation meetings and MLA convention.
- Continue the Fall Workshop, online courses and the roving computer lab for training. Recognizing Library Endorsement on current teachers certificates.
- Continue to host events that include CE sessions and offer online classes too.
- Continue to offer opportunities during the times of year we are gathering..Federation meetings. MSC, etc. Also, Go to Meeting has been helpful. Lauren's traveling training program has been an integral part of our library.
- Continue to work with MLA for coordinated CE activities.
- continued online CE credits.
- Continuing to provide opportunities for continuing education; advocating for the importance of continuing ed among directors and boards
- Due to problems with my husband's health, I haven't attended MSL's programs for several years. Living in Northeast Mt, I would need to be able to programs or classes on line or have close by where I wan't away from home over night.
- FREE classes or help pay for travel expenses to these events
- Funding to travel and attend; offer more CE opportunities online
- Go away and come back with a real university based certification program that teaches library science lite. That is probably the best we can hope for. Quit pertending that attendance at a how I did scrapbooking good is somehow professional education. The present system is insulting to the profession.
- Have a web page listing upcoming events.
- Have more online training and more training in eastern Montana
- have more programs other than two federation meetings a year and workshop in the fall in Livingston, and yearly conference.
- have more training closer to my library and more on-line opportunities
- Have some of the workshops in Eastern Montana
- Having more online CE credits would be extremely helpful. Travel expenses to attend conferences where a bulk of credits can be acquired is expensive. Also regular workshops at regional libraries that are well publicized could help contain costs.
- Help us keep track of where we are in the program
- I already achieve this. It should be easy for most librarians to do this.
- I am already able to recieve this many hours.
- I believe that all of this should be offered online. I don't believe that all of us should be lumped into one pot. Each individual and their library board should decide what is best for themselves.
- I believe that it would be more beneficial to have the extension another year. For instance 60 credits in 3 years, and 45 credits in 4 years. I wouldn't have a problem, but I think it might be difficult to do the credits in 3 years for some of the small town libraries.

- I know the money situation with libraries is only going to get worse in this economy. It is really hard to get away for numerous meetings to try and get CE credits. If you shorten the years and up the credits, it may place a hardship on some of the smaller libraries to send even directors. I usually have more than enough credits for the existing renewal, but I know that it is hard for some people to get enough. I wish I had an answer, but I don't. Maybe Boards need to make certification (at least) for directors a priority and to pay their way to these trainings. They could do other staff as money permits. I think if you make it too hard for people to achieve then Boards will stop paying what little they do and having staff pay their own way if they want an incentive.
- I probably won't participate in Mt Lib Cert Program until / unless OPI makes it a requirement to renew my teaching certificate.
- I really enjoyed the OCLC workshops that used to be offered at DCC in Glendive. It was a great chance to visit with other librarians and they were usually very informative. Webinars just aren't the same even though they are much cheaper to present.
- I think it would be important to continue to develop, publicize and offer a wide range of CE for the variety of positions that exist among libraries in the state. A specific challenge that would relate to my own position would be that it might be helpful for those with graduate degrees in library science and other fields (I hold the MALS and an MPA) to be given credit for teaching classes, service on task forces and committees, etc., because it would be difficult to achieve the required number of hours in subject areas specific to my responsibilities as director of a large public library in other ways.
- I think that is ridiculous. Teachers get five years for certification credits, shouldn't we get at least that much time? it is a hardship both as a time and money expenditure to get that many hours in such a short time. Also, small libraries live and die by customer service, that is where our concentration of CE should be, our administratin is minimal, we need help with collections, budgets, public relations,technology, etc.
- I think that MSL needs to trust people. It is important to encourage CE outside of MT for professional and other staff who can afford it. The way the program has been set up, everything has to be approved by the MSL, national training isn't and I have not found it worthwhile to do. Treat people as adults, not everyone needs training in all areas. This has always seemed aimed to small library directors.
- I think the state library already does this. If conference is too far and too costly, Lauren brings training to us. The high cost of attending conference is measured in hours away from the job as well as actual dollars. This is especially true for the smallest public libraries.
- I will need more library certification programs in order to become certified. 60 credit in a three year period is very difficult. I would have to attend every possible certification program even if it did not pertain to me. If I could not attend the MLA Conference due to some type of constraint, I would not be able to become certified in time. When the State Library had the week long Summer Institute, librarians had a much better opportunity to become certified in the three year period. What happens if a librarian attends every certification program of interest to them and does not get certified within a three year period? What are the consequences?
- Increase Federation monies to help pay for expenses involved in earning CE credits.
- Is this for public or school?
- It would be nice if a strong directive came down from OPI that encouraged superintendents to allow librarians to attend the MLA conference. As it is, we can go to the October MEA/MFT conference, but that is not all about libraries. Perhaps the MSL culd suggest that to OPI!   Online, asynchronous training that we could access after hours would be helpful, also.
- Just continue to offer the excellent programming that you do currently offer. Make it easy to receive cert forms for in-house training (which you do). Maybe don't require so many credits in each catagory--let that be a little more flexible. Though it's important for a front-line Circulation staff person to know something about Library Administration, I don't think it is critical that they get 10 credits in this area. I took cataloging in library school and I have a good grasp of it (and have served on the MSC Cat committee); but I have professional staff who take care of all things cataloging related. Could we earn credits for serving on a committee such as the MSC OPAC or Cataloging committee? I don't want to take anymore cataloging classes! :)
- keep offering great workshops - like the fall one.
- Keep the workshops, training sessions in more central locations (I know State Library did not put MLA in the far northwest, but nudging that group to keep it more central would have helped those of us with very small staffs and very small budgets. More online training would be great, especially the interactive webinar types which are a real help to very rural library staffs. I do appreciate that State Library responds to our requests for specific topics to be addressed in training sessions and workshops. When the courses are relevant, it is much easier to 'sell' participation and justify the expense to our budgeting authorities. When we can come back with information we can put to work, and teach others in our local areas to utilize to help the community, that is REALLY a great way to 'sell' (read: JUSTIFY) the small costs associated with participation in out of area training and purchase of web training.   Personally, I think State Library does a good job of responding to our needs. If we communicate, you always respond and that is a amazing help.
- Lots of on line
- lots of support
- love having a state trainer to call on for information about training. more please
- Make available training opportunities closer to home even if you have to hold the same training in three different areas.
- Make more of the classes needed for certification online. We are a small library with 1 full time and 2 part time employees, so taking time off to attend CE is not always an option.

- Make sure that what is recognized as renewal units for Montana Library certification is also recognized for renewal units with the Montana Office of Public Instruction--OPI.
- Make the process fairly easy for getting training that does not originate with the state to qualify as CE.
- MONEY for travel and conference fees
- More on-line courses and possibly, additional monetary assistance when it involves travel.
- More online offerings, perhaps.
- More online training options
- more regional trainings, closer for staff attendance and more online
- more workshops in eastern montana--Sidney, Wolf Point
- MSL very good in providing regional CE opportunities, plus a host of online learning opportunities
- NA
- NA
- nnn
- Offer in-depth programs at a resonable price
- Offer lots of web training.
- Offer more CE activities. Right now I would have to attend all Fall Worshops and Federation meetings to just get the minimum of 45 CE in 3 years. It's not always possible for me to attend them all. We can't usually afford for me to attend MLA where I could pick up more CEs. I try to fill in with online CEs. I always have over abundance of Technology, and Library Admin. but fall short on the CEs for collection management and serv. to public CEs. I guess if MSL could help more with MLA expenses or offer more online CEs it would be helpful.
- Offer more online/independent study options for CE; in addition, offer more financial support to those attending CE events. At this point, our resources are stretched getting me to current CE offerings, and we are contemplating cutting travel budgets in order to make operating expences.
- Offer online courses, re-think the need for credits in all categories depending on position & type of library.
- Offer online free CE classes.
- Offer summer institute again. I guess some training that we can do on our own, at our own pace and not during lunch breaks. I know I am sounding selfish but I like my lunch break, I need it, and can not adjust when I take it, so I don't want training that is locked in. I need the flexibility of my own pace and time. I usually have time on an evening each week or a Saturday, when patron demands are fewer to do something like that.
- Offer trainings at Federation meetings that meet certification requirements. Offer on line programs in each certification area.
- OFFER WORKSHOPS WITH CE CREDITS.
- Offering a few classes online after 4:00 and some hour long classes offered at various times and hours.
- Offering more trainings and funding to help get them.
- On line training, but needs to be offered during a time when staff can participate (between 8-10 am). In house training/workshops/library in service day where professional staff present information on various topics on sight. This would enable staff to attend and would be cost effective since it would require less travel/lodging etc.
- online or conference call classes, no travel involved.
- Online training, or training close to home
- Perhaps by offering more frequent workshops in our libraries that do not require taking time off from work and traveling great distances.
- Perhaps offer more local training? Since Montana covers such a large geographic area, travel is often a hardship.
- provide employees to run the library while current employees participated in CE :-) To be honest, I think if this becomes a requirement, we will see several staff choose to retire rather than pursue certification. (And we currently have 3 full time people [out of 5] between the ages of 64. & 70.)
- Provide funding to attend, or arrange for training to be on-line courses
- Provide online opportunities to complete training which lessens perdiem costs associated with current approach. Classes held within federation boundaries to reduce travel time and cost and those extra days required away from the library to attend training.
- Providing as many opportunities as possible
- Reminders are always great! I never felt like anyone cared one way or another. . .so I went the least effort route.
- Scholarships, grants, help us cut down the cost.
- so far i think they are doing all they can
- The online classes offered thru the State Library, OCLC, Web Junction and other online ways have been very helpful to our library; which is very geographically isolated
- The staff and library director certified in Dec 2008. Renewal will now be in 3 years not 5. I am not understanding the change. I am one of the library director's who believe we needed to do more for the credits. For example not just attend a federation meeting and listen to an update from the state library and get credits but to actually learn something that we could take back to the library and put to work.   Maybe make it more difficult to get credits but not to shorten the time between recertifing. Isn't this more paperwork.
- This is too much. Too many hours in too little time. Not necessary. I disagree with this vehemently.

- We are currently taking advantage of the MSL Lunch & Learn and the Web 2.0 Challenge so it would be helpful if the State Library continues to offer electronic classes as well as the workshops throughout the year at various sites.
- Webinars after the regular school hours. Lunch is 25 minutes and we usually have to staff the library or have our dept meetings at that time.
- Yes

Count: 94

14) Please share other comments or suggestions on continuing education or certification.
- Although my graduate degrees were obtained some years ago and it wouldn't hurt me to re-certify, keeping in mind my previous comments, I'd think you'd want to give a new MLS graduate (say within past three years) an automatic certification in recognition
- Although they value CE, many full time staff see certification requirements as "mickey mouse" bureaucracy in action. Often programs for which certification credits are offered have minimal content and little lasting value. The fact that a library staff
- Because most libraries are short staffed and have heavy workloads, CE courses on line during the day (lunch hours) are not a good time to participate. Again early mornings would work better.
- do a certification...but work with the adademic libraries that already have courses for credit...management and personnel,pr, and also school library. Possibly make a 2 year library practioner degree????
- Funding for staff is one of the biggest issues.
- I believe strongly in the continuing education programs because often we are one of the first places people come to for information. It doesn't say much for us, if we have no idea what the patrons are needing.
- I have been in too many meetings where librarians cross their arms and refuse to participate. If you do not push this, if you do not make these changes, you will get what you always get - the same thing.
- I need to participate more on on-line programs as it is too hard with what I am budgeted for travel to get to meetings in the western part of Montana. Getting all the hours required in each catagory is sometimes hard as some catagories are offered more
- I think folks that are actively pursuing CE should be recognized in some way. . . that might be different for each library.
- I think it is a good idea but I don't see it catching on in the Academic Library world because many of these individuals already hold an advanced degree and in many cases several advanced degrees which they feel makes them more than qualified.
- I think I've vented enough.
- I think school district librarians are allowed to atrophy at their desks. Perhaps the certification process within OPI should be reexamined, and this certification should be added as a requirement in addition to the teacher cert.
- I think some staff may wonder what the point is. There's not much incentive. Most people enjoy continuing ed but don't feel the need to keep track of it all in order to get a certificate.
- I think that the importance of this should be to encourage people to attend and take advantage of CE. I use to attend Offline, but for our Library, we now have staff that specialize in Network/Computer areas, this is no longer where I get CE. National tra
- I think three years, is one year to short
- I value ce and certification even without an incentive. It shows that the person is striving to be the best they can be for themselves and those they serve. I am glad the MT Library Certification program is being revised, and I hope it becomes inclusive
- I would like to say thank you for moving continued education events around. I am so happy that Fall workshop is in Great Falls this Fall. Fall is a very busy time, because my husband is a Farmer.
- I60 credits in 3 years will almost certainly require conference attendance or formal college credits, won't it. This will be difficult for the smaller libraries in the eastern part of the state.
- If you want people professionally educated then you are going to have to pay for and offer professional education. Anything else is just an excuse for a system of social hours pretending to be education, in other words a joke.
- I'm glad to see that the MLS will give librarians their initial certification.   I would also like to see trainers and/or presenters be given credits for things they present. Being able to present information and train others shows a very high level of
- In libraries that are run by one or two people it is very difficult to get away for all the certification opportunities that are available. It is impossible to let support staff attend certification opportunities unless the library is closed. I really f
- It is a good program but the travel and funding parts arer difficult.
- It would be great to see an educational component, so that people could work on their library endorsement for K-12 education.
- Leave as is.
- Like all of the online training that is being offered.
- Like the Web 2.0. Please continue offering. I just have to make more time outside of school for this great program.
- looking forward to getting my certification
- Maybe more could be offered online, so that staff and trustees might take advantage, if they so desire.

- MLA annual conference is the best.
- More online courses/training opportunities will make it easier to meet increased CE requirements. For those of us in poorer, remote locations, the online training is a tremendous help, both with budget and with helping us remember we are not asked to do i
- n/a
- N/A
- none
- Please do not make it impossibe for small town libraries to survive. Like many other librarians in Montana, I do not have a staff, nor is it easy for me to find a substitute for when I am gone. If you enforce these requirements, I think it will deter pe
- Please don't make it even more difficult for the smaller libraries to participate.
- Remaining current in a profession is important. Mandating certification is a great way to hold library boards and county officials accountable to support the training needs of library staff. It always helps to have a standard which justifies the use of
- remember the library world doesn't change as   fast in small libraries. we seem to barely learn the latest thing before something new is being   pushed.
- Seems that the training should be different for those with and without an MLIS.
- Some basic technology courses need to be required. I have met quite a few library staff who cannot create a basic word document. Allow Microsoft online tutorials to qualify for CE credits for these cases.
- Some workshops/training needed to be repeated often on the introductory level. Some topics need to have level 2 & 3 training. Training for new trustees and then specific topics. For our trustees it is best to come to our area. 3 out of 5 work 40 hrs/wk.
- take a look at the Medical Library Associations program for training in the area of consumer health: http://www.mlanet.org/education/chc/index.html
- Technology classes are lacking unless you attend offline, maybe provide more technology credits
- The certification program is very confusing to new librarians. There is little to no training regarding this.
- The Montana State Library and the Montana Library Association work hard at providing training for all. The webinars are a nice addition also. Thank you for your hard work.
- The training choices are some times irrelevant and hard to come by as far as location or time offered. I think ALL state library employees should have to meet the CE requirement as well.
- There is no need to revise the certification system.
- There needs to be more training targeted to small libraries. about a third of the classes I attended this year contained NO useful information, as they were aimed towards larger libraries. Indeed; in one class, the presenters not only failed to present
- Think 60 credits in 3 years is not possible for staff other than director in small libraries.
- This is a wonderful tool to keep improving the quality of libraries in the state.
- Though not in the "culture" of Montana libraries, I think it might be necessary to find a way to tie CE participation to either salary and/or promotions. This is probably a pretty radical idea but I think it is important to make people understand how cri
- We are all adults and able to make decisions for ourselves. Each person has their own idea of what kind of education they need to make their libraries better for their communities. Sometimes, I believe the state library should have a little less control
- What was wrong with the way we have been doing it? (40 in 5)
- When certification first was started in Montana I want to a MLA Conference. There was one session in particular that I went to that was fairly technical and in an area that relates to my work. The room was full and some did not even get in. The bad par
- would like to see more training done in eastern Montana. Travel time has become an issue   especially if we have to close the library just to travel because training is so far away.

Count: 54

Staff

3) **What do you see as the value of continuing education (CE) for your library and community?**

- A way to stay up to date on current trends in librarianship. A way to keep staff fresh.
- As a non-degreed staff member I get exposure to topics important to the library "business", making me a more informed employee with more to offer my patrons.
- As a person who has come from another field to the library field, I value the knowledge I can gain through the CE process and to get recognition for that effort. My library patrons benefit from my ability to serve them withe more knowledge and confidence
- Better meet the needs of the community we serve.
- BETTER QUALIFIED TO DO MY JOB AND TO KEEP UPDATED WITH NEW TECHNOLOGY.
- Better serve the patrons; network w/other library workers; more competency = more satisfaction on the job - IF the administration lets you use your competency.
- CE credits are great if you're a professional librarian, having to renew a license or work on a degree. It doesn't do much of anything for Library Technicians or aides. I do see the benefit of learning new ideas and policies.
- CE helps me to keep abreast of new trends and learn what is successful in other libraries.
- CE is a great way to stay up on current trends and ensure my effectiveness as a librarian.
- Certification means my MLS never gets stale and I stay on top of the ever-changing library world.
- Constant updates of knowledge can only improve job performance, which, in turn, benefits the library and the community.
- Continuing ed. makes me more aware of what is going on in other school libraries and other types of libraries.. new happenings, new programs, and problems.
- Continuing education helps staff to keep up to date on current library standards and trends, allowing them to better perform their jobs. I believe continuing education is essential for libraries to grow and remain current.
- For our rural community it is an outreach into a larger world with applications to vital tasks as well as the shear enjoy-ment of learning.
- Formal CE is one way to stay current with ever-changing trends and services in the library world and helps better serve our communities.
- I can't see where it is of much value. We can keep up on the latest just by going online.
- I don't see any other real benefits, other than maybe a pay increase.
- I see it as keeping up with technology to assist our patrons with cutting edge technology that is available so that we can help them find jobs and boost our economy.
- I think CE is essential for all library staff. It helps us to more effectively engage with patrons and figure out ways to serve them better.
- I think it keeps staff up to date on new information and technologies for libraries. It helps us help the public.
- Improved skills to help serve the public and better ourselves
- Improvement in job skills and public service skills. Personal satisfaction with one's performance of duties, and sense of personal worth. Retain and improve development of job skills; enhance productivity, keep abreast of new technologys, -- learn, grow
- improvement of professional skills enables me to succeed in providing great services to patrons
- Improving librarian's skills in order to provide better service to patrons.
- it helps me keep abreast of new developments and better ways to serve my public
- It helps the Library and community peiople to have knowledge updated.
- It helps to assure the public is receiving quality, up-to-date services by keeping those even in remote rural areas current on what's available.
- It helps us as librarians keep up with and know about technology, programming ideas, & solutions for problems, and simply gives us time to interact as professionals in any number of different ways. It's refreshing and very helpful to see that our problem
- It keeps all informed and up to date on new ideas, new information, what's available and it is very necessary to have a viable and current library and staff
- It keeps you current in the field. It is also keeps you motivated.
- Keep skills current
- Keep up to date on patron services and programs Enhance staff skills on a continuing basis Provide career ladders for staff
- keeping current
- Keeping current to benefit patrons and community.
- Keeping current with library trends.
- Keeping everyone informed of what is going on in the world.
- Keeping staff aware of current trends, technologies and practices in the library field
- keeping track of current trends
- Keeping up on new trends in the service areas. Learn how other libraries cope with all the aspects that come with working in a library.
- keeping up to date on items (collection) computer info
- Keeping up to date on new programs to aid patrons and statistics
- Keeping up with new technology and training
- keeping up with tech.

- Keeps everyone on top of current trends, information sources, service opportunities
- keeps me informed about what's new in the library world so that I can better meet the needs of students and staff
- keeps the new information/ updating/ out for the librarians.
- maintain current standards in the field; learn new techniques; advancement in the field based on increased education levels; staff morale
- Mostly the value in exposing staff members to new ideas and trends, as well as the opportunity to meet others doing the same things (ILL, reference, cataloging).
- None
- The ability to learn so to better assist our patrons.
- the benifit is in helping others through my education
- the more we know the more we can serve in an educated way and CE also keeps me excited and motivated in my job
- The technology world is changing the function of libraries.Ifwe wish to remain a viable community resource, we must embrace these changes. In many communities, we are also the agent of education for the public.They depend on us to be well informed and pro
- The value is learning some of the new things that are going on in librarias.
- There is none.
- to be able to provide up to date and accurate information to our patrons
- To encourage life long learning
- to improve service and how to provide that service
- To keep updated on new ideas and changes
- To provide the best service and expertise to the patron.
- To receive training and improvement in areas that relate to our jobs; to set a standard for librarianship in the state
- Update skills Mentor library employees Performance evaluation tool, leading to pay raises Awareness of new trends Networking
- We are a school library and it is important to stay current on new library technologies and advancements.

Count: 63

4) Do you personally participate in CE activities?

| 56 | 90.32% | Yes |
| 6 | 9.68% | No |

Count: 62

If you answered no, why not?
- I do participate in conferences and continuing education opportunities but have never turned anything in because it makes no difference in my job or salary.
- I do, but I don't currently track them formally.
- I do, but I don't fill out paperwork for it.
- I have an MLS and current there's no certification requirement in Montana for degreed librarians that I know of.
- I have in the past.
- I used to, but have had no opportunity to attend the workshops & conferences. Mostly the professional librarians have been allowed to go.
- I used to. I've been Montana Certified 2-3 times. It didn't benefit me other than saying I was certified.
- planning to retire this year

Count: 8

5) Does management of your library support/encourage staff participation in CE activities?

| 59 | 95.16% | Yes |
| 3 | 4.84% | No |

Count: 62

6) Please note the ways in which your library supports CE activities.

44	100.00%	Time off
40	90.91%	Financial Assistance
44	100.00%	Provides in-house training
10	22.73%	Other

Count: 44

- CE activities are encouraged in a narrow way by the director but library certification is not encouraged and CE activites are frowned upon if we don't go through her. I have done some on my own time and my own expense to get certificatin and she was not h
- Encouragement. Transportation. Desire to hear what we've learned through CE.
- encourages attendance at conferences and other trainings on work time
- For technical assistants
- Most CE in our Library is considered work time and we are usually compensated.
- Paid for actual learning time in lectures. Housing, food (but not at high enough rate to go to conference meals), and travel paid to MLA and other conferences if we follow certain rules..
- pay increases
- pays for travel to other locations
- The financial assistance and time off are at admin descretion - not always what I might choose for myself.
- We are granted Duty Leave to attend some trainings

Count: 10

OR

6) **Please explain why your library does NOT support/encourage staff participation in ce activities.**
   - I'm unemployed at the moment and looking for a position in a public library.
   - It is of no value to us, and the meetings are usually to far awsy to attend.

   Count: 2

7) **Do you personally participate in the Montana Library Certification Program?**

41	68.33%	Yes
19	31.67%	No

   Count: 60

8) **Why do you participate in the Montana Library Certification Program?**

11	26.83%	Required for my position
34	82.93%	For personal development and professional growth
11	26.83%	For promotion, pay raise, other incentives
9	21.95%	Other

   Count: 41

   - Because my last major raise is tied directly to it.
   - board likes to have all staff certified
   - I believe it is important to have something to work for and I believe that the more staff that is certified the more credibility the library has in the community.
   - I believe it makes me more valuable to my employer, even though it cannot be recognized in my salary.
   - I think it is important to have standards upon which to base promotions and pay raises; it indicates to the professiona a willingness to meet qualifications
   - It's a good way to gain new skills, in a friendly supportive enviroment.
   - Provide better public library services and programs
   - There are very few classes that deal with processing/acquisitions/cataloging so I was certified in the past but didn't keep up my certification. More recently I have been getting slips signed but haven't submitted them.
   - To learn and stay current with what's out there for libraries

   Count: 9

OR

8) **Why do you NOT participate in the Montana Library Certification Program?**
   - didn't know about it

- Don't know about it, have no idea who it's for or what the goals of the program are. Anything to raise and standardize the level of library service is a welcome development, though.
- don't know enough about it
- forget to send in forms for credit!!!!
- I am a school librarian/teacher and use continuing ed credits for re-certification.
- I didn't know it existed. I would have to look into it further to see if it's relevant for me or not.
- I do not anticipate changing duties within the library I am working for, and am unlikely to be moving to a different library.
- I don't have the time to participate.
- I don't know much about it. Is it only for those with an MLS? Tell me why I should participate. If I'm doing CE anyway, does it matter?
- I had in the past.
- I haven't enrolled yet but plan to
- I used to but as I've stated earlier, I have not had an opportunity to attend workshops or conferences
- it isn't a requirement of my position, but I'm working on it now. I do a lot of ce anyway -- I just never did the paperwork for the certification.
- I've only heard about it with these discussions about updating the cert standards. And, I have to say that I'd be somewhat resistant to the requirement of formally tracking CE credits and hours. I see the value, but still bear the emotional scars of years of this kind of hoop jumping in grad school and public education.
- My certification is through OPI and is an endorsement to my teaching certificate.
- Professional librarians usually get to go to the workshops & conferences. The rest of us need to cover our departments.
- The cost of the program and not a lot of offerings in my area for classes.
- While I do participate in conferences and ce opportunities I have never turned any thing in because it will have no impact on my position or salary.
  Count: 18

9) **To be more in line with other library certification programs, the Focus Group is recommending updated certification requirements for Montana librarians of 60 credits in 3 years for initial certification and 45 credits in 3 years for renewals. How could Montana State Library help you achieve this certification?**
   - 60 credits is asking a lot and 45 is asking a lot in three years and the way that the montana state library could help is by offering more workshops with higher c.e. credit values to them
   - By keeping me posted.
   - By offering programs, workshops, money and incentives.
   - Continue on with current schedule of training & possibly even add some more training opportunities
   - Continue to offer all the great programs you do and make the CE process as streamlined as possible.
   - Coordinate with regional and national conferences and trainings-- my library is just as likely to send techs and librarians to national events as state ones.
   - Currently I need to attend several of the annual conferences to acheive my renewal requirments. With the upcoming recommended changes I'll need more opportunities, such as online classes, in order to continue with the certification program.
   - Do more online courses, and vary the material offered.
   - Don't know.
   - explain and recommend requirements clearly
   - HAVE CE WORKSHOPS AVAILABLE IN MY AREA.
   - have state personel come to areas with trainging and updating workshops
   - Have trainings more centrally located
   - having classes through MSU put on in Billings.
   - I am well supported by my library, but I imagine that libraries with small staff & budgets will have difficulty finding the time and funds to complete CE requirements. Some ideas: Boost CE scholarships for MLA membership dues/conference attendance for libraries with little or no funding for CE. Continue to post notices about free webinars on Wired-MT. Create a state library sponsored "traveling workshop" to discuss CE -- how it works, how it is beneficial, and how it can be obtained. The workshop doesn't have to be limited to CE discussion. If MSL can visit smaller libraries and witness day-to-day operations firsthand, they may also be able to share information about other MSL assistance or programs that these librarians may not be aware of. Video-tape a core group of conference workshops to post online.
   - I believe it is very difficult to achieve this certification in a 3 year period because of decreasing budgets. How can we get to any of the training and get certified without money, especially when we are in a recession. I think we should at least keep the 5 year renewal.
   - I believe you are doing a good job. It is our director that needs to understand that all staff needs the opportunities to participate not just her.
   - I don't know - the MSL does all it can do, I believe
   - I don't know.....
   - I don't really know.
   - I have been able to get credits from a variety of sources - state conference, webinars, etc. Continue to centralize offerings so individuals can easily access their choices for CE opportunities.
   - I like the online courses. Also having presenters come to us is great.

- I preferred the lower limit of credits since this is my initial certification. At .5 credits at a time, I'm concerned that I wouldn't make the 60 in 3 years. MSL could offer and/or recommend more programs. Besides the free classes, I find myself searching on my own for certification classes. What MSL does offer is fantastic!
- I think the move towards online training is very positive.Cost of travel and time off work to attend workshops when one lives on northern Montana can be prohibitive.
- I think this sounds manageable.
- I would like to see formal education ie a MLIS or MLS included in this library certification program... otherwise it looks like it is not valued by the State Library.
- In a school setting our requirements are different. Would this still help school libraries with their teaching certifications?
- Inform me about the offerings available for credit and offer a variety of courses and venues. (I think you already offer a great variety.)
- It seems as if online learning opportunities are set up in such a way that only those already in professional positions can take advantage of them. Paraprofessionals (in the library where I work, anyway) will not ever be able to take advantage of such classes as the "lunchtime learning" because we do not have discretion over what we do during work hours. One answer to this that I can think of would be self-directed courses online, that can be taken at the student's discretion.
- Main challenge is tight staffing and difficulty getting away for training even though library management support exists; also lack of funds for CE training is a factor. Maybe the State Library could provide more distance or online classes?
- Mainly, by continuing to be open to offering CE credit for a wide variety of training opportunities, which I feel the state library has been doing a great job of.
- make renewals longer in years to conplete.
- More on-line classes, regional workshops, state sponsored field trips to other regions/facilities within and outside the state, financing for travel to national library events.
- More online classes Credit for time spent on the job
- More online programs like the Challenge or the lunch-and-learn programs. DuPage University has some good programs I've observed at MSU Renee Library. Fall workshop in more than one location.
- More online training.
- More training that isn't so far to travel to, or online training that can be done on employee's own schedule such as through Moodle, instead of at specific times.
- offer CE both in-house and at conferences and workshops; encourage libraries to offer time for this; provide sub-in staffing for small rural libraries that cannot afford to have library closed and have only one or two staff members so that they can participate
- Offer more certification opportunities all over the state close to small and rural libraries not just in the bigger libraries.
- Offer more credited classes...less discussions, etc.
- Offer more local trainings with a variety of times, offer more online trainings with a variety of topics & times, make it clear which topics are covered in which category, pre-approve trainings
- Offer more regional and in-library trainings so that people can still receive training if they miss the big training sessions; offer more online trainings like Library 2.0, making sure to have online offerings in all of the required certification areas
- Offer online opportunities
- Offering more on line courses that can be done as time permits.
- On line courses are valuable for those of us in small libraries and who cannot afford to travel often to conferences.
- online program-self paced
- Plenty more CE opportunities
- provide more information on the hows & whys of certification.
- Provide more self-paced online training.
- provide online training opportunities; arrange scholarships for WebJunction training courses
- providing more classes that directly apply to my position. It has gotten better but sometimes it is hard to find classes that really apply-especially for school librarians
- providing more conferences at low cost close to home, like weekend deals...
- Regular and often opportunities located around the state not just in 1 or two locations.
- Sue could continue to send out alerts when something is coming up and remind us that it will count for ce credits. Also mention which area it will count toward. For example, administartion.
- The greatest benefit is on-line courses that are available either at convenient times or self-paced--and of course free or reasonably priced--our budget is very limited.
- There are many areas that don't pertain to individual jobs and there isn't a lot of time to just take classes for the sake of taking classes. Less credits with classes pertaining to your job would be more motivation to participate.
- What is the value of this change?
- yes

Count: 58

10) Please share other comments or suggestions on continuing education or certification.

- CE is very important. I always enjoy seeing other librarians and use my new skills on the job.
- continuing education is wonderful I just don't think requiring a certain number of ce credits is good in these economic times
- Enforcement! Quit having the the purple CE ribbons that presenters put on their badges. I've been a presenter several times and was constantly asked to sign off on CE forms for presentations other than for my own presentation. I'd go to a presentation a
- Good job!
- I appreciate in library training
- I believe that the state might be a bit more forceful to get directors and boards more aggressize and see that staff gets certification.
- I enjoy learning new things and also keeping up with new tech stuff.
- I think CE certification is important, though I don't know that I'd complete it if it were not for the encouragement and incentives I receive. It isn't that I wouldn't participate in workshops and programs, I just never wanted to mess with tracking course
- I think it is a great program!
- I think it is a waste of time away from our jobs.
- If I was not able to go to MLA how would I get enough credits to certify in just three years?
- If the courses are readily and easily available--the certification requirements seem reasonable.
- Is there a way that the levels of certification could be set up differently, so that years of experience and number of years being certified count for something? As it is set up now, a person having 15 years progressive library work experience and having
- It would be very nice if the certification could be used in some way
- It's a good idea but should have more emphasis on individual jobs than a broad spectrum when time is very limited.
- I've always felt this to be an important part of one's job skills
- I've enjoyed participating in the certification program, and even if it is not feasible to continue my pursuit under the upcoming revised requirements I appreciate the opportunities I've had to learn and meet other people in my industry.
- MLA breakout sessions on CE success stories.
- No comments at this time...
- Once an aide completes the initial training, there is really no incentive to re-certify.
- Once certified I don't really believe there is a lot mor to be gained. A lot of the older employees will probably not do the certification, and will drop out.
- Please strive to make the entire process simple and meaningful. I know that as soon as certifications seem convoluted or feel like hoop-jumping, I tend to feel resentful.
- Sometimes I feel that a true professional in any field is constantly doing CE in its infinite forms and efforts to formalize it are really targeting "slackers" who only do it when they have to. Sorry if this seems overly jaded...
- Thank you for assessing this and updating options.
- Thank you for the interesting classes already offered!
- Thank you for this wonderful opportunity!
- The hours that the focus group is asking people to complete really aren't even enough hours -- it's just a small step in the right direction. Most people can complete the certification if they apply themselves. The people who complain that it's too much
- There is a fine line to walk for those of you on the Certification committee. We all strive to do our best, and to make sure Montana libraries meet or exceed national standards. However, many of our libraries are staffed by people without degrees in lib
- This survey was difficult to answer from a school librarian's perspective. Our certification is through OPI.
- Training opportunities at local libraries allow more people to attend.
- Unless I can attend more conferences or find another way to earn credits, there isn't anyway that I can earn enough credits in 3 years.
- very important component of my job, keep up the good work!
- What subjects would really benefit those of us in Circulation, Reference, TP? I think I would like to know more about what people in other positions in the library have to know in order to do their job. This kind of understanding helps us to work better

Count: 33

Trustees

3) **What do you see as the value of continuing education (CE) for your library and community?**

- _____

Count: 0

4) **Do you personally participate in the Montana Library Certification Program?**

| 12 | 70.59% | Yes |
| 5 | 29.41% | No |

Count: 17

> **If you answered no, why not?**
> - Did not have information about the activities
> - FULL TIME JOB.
> - Not required by my library board.
>
> Count: 3

5) **Does your Board encourage library staff and Board members to participate in CE activities?**

| 15 | 88.24% | Yes |
| 2 | 11.76% | No |

Count: 17

> **If you answered no, why not?**
> - Staff yes / Board no. Board members are busy with other jobs & it is not always possible for them to participate in CE, esp. if it means they must use vacation time.
> - Staff yes, Board members NO
>
> Count: 2

6) **Does your Board give staff time off to attend CE events?**

| 16 | 100.00% | Yes |

Count: 16

7) **Is there money in the library budget for staff to attend CE events?**

| 16.00 | 100.00% | Yes |

Count: 16

> **If you answered no, why not?**
> - very little
>
> Count: 1

8) **Are staff offered incentives (bonus, pay raise, etc.) to become certified?**

| 7 | 43.75% | Yes |
| 9 | 56.25% | No |

Count: 16

9) **Please describe the incentives (bonuses, pay raises, etc.) offered to staff to become certified.**
- $.50/hour bonus for certified employees
- A 50¢ an hour raise.
- Assistants were just certified, and Board approved a first incentive bonus.
- I am not sure of the specifics.
- Library Assistants recently received pay incentive awards for obtaining certification in their field.
- pay raises
- They received some title changes and pay raises. I do not have the particulars here now.

Count: 7

OR

9) **Please explain why staff are NOT offered incentives to become certified.**
   - Becoming certified is not part of the county pay scale for library staff members
   - Certification of staff not part of overall county pay plan.
   - county employees
   - Library director is already certified - there is presently no money for additional staff.
   - no money
   - the salary and bonus budget is set by the county and we have no influence over the levels set.
   - TRAINING AND NETWORKING WITH OTHERS IN LIBRARY SYSTEMS. THEY SEEM TO ENJOY BECAUSE OF THIS.
   - We have no money in the budget to pay extra staff. We want to be open more hours and have volunteers willing to become certified to make that happen.
   - We set aside funds and time for staff to participate in ce, so the expense is already on us. To pay them more for completing something that we pay them to do seems to be paying them twice. Our librarians take par tin ce regulalry and we are pleased with t

   Count: 9.00

10) **Montana State Library is considering a trustee certification program that would ask trustees to earn 15 continuing education credits in three years in order to be certified. Would you participate in such a program?**

12	75.00%	Yes
4	25.00%	No

    Count: 16

    If you answered no, why not?
    - However, I am already enrolled in the certification program and intend to complete my 40 credits by the end of December.
    - I am off board in June 09. I personally think this requirement will keep good candidates from considering a position on the library board. Their lives are busy (as is everyone's) and having to work in CE in addition to monthly meetings may not be feasib
    - Mandatory certification? for a nonpayroll employee? I wouldn't mind attending seminars and workshops to keep me abreast on current events, but not mandatory.
    - Off the board as of July 1 09

    Count: 4

11) **To help Montana State Library design a trustee certification program, we welcome your ideas on what training trustees need to be effective Board members.**

12	75.00%	Budget
6	37.50%	Personnel
11	68.75%	Policies
9	56.25%	Planning
11	68.75%	Evaluation
8	50.00%	Meeting etiquette
13	81.25%	Library Laws
5	31.25%	Other

    Count: 16

    - Capital campaigns
    - Conflict management (including angry citizens who come to board meetings), working with local governments, technology (including internet filtering), working with contractors (including bidding and contracts),resources for trustees (e.g. state library,
    - FOCUS ON FUND RAISING AND HOW THIS IS ORGANIZED.
    - I think a class on roles-- what a director is responsibile for, a librarian, library assistants, volunteers, Friends groups, just to get an idea of the overall set up, and how it works best in some places.
    - I'm finding our board leadership is somewhat lax.

    Count: 5

12) **How could Montana State Library help you and your staff achieve certification?**

- affordable and local education opportunities, or live teleconference or online education opportunities.
- By continuing to offer online courses at little or no expense so they can be completed at home or at the library.
- By providing education credits through educational programs
- I am not sure that you could.
- I think trustees might be able to access something like OPAL really easily if there were modules that targeted them. Because trustees often work, the daytime training is less effective for them, and teh expectation that they attend MLA or another overnigh
- If certification would be required, I suppose workshops closer.
- More workshops
- My question is what incentive will trustees have to become certified?
- not interested in certification
- not sure at this time
- Personally not interested in certification; staff is all certified at this time. Once they receive their initial certification, staff has no financial incentive to recertify. Library director does renew certification.
- Provide tailored training...our county deals with many of the personnel issues that other trustees seem consumed by. We need training in planning, policy, and budgeting specific to a strong county model. Thanks!
- Provide the presenters for the programs and offer the classes regionally
- providing the appropriate classes/education
- SHOWING HOW WE ARE DOING WITH CERTIFICATION AND HOW WE CAN BE BETTER.
- training in eastern side of the state

Count: 16

13) Please share other comments or suggestions about continuing education and certification.
- _____

Count: 0